

## **Lessons Learned**

- Quality of LDP Program on campus affects LDP performance and evaluation at WF
- Cadet mental and personal attributes must be honed to perform
  - Ability to think under physical/mental/emotional pressure
  - Ability to form/bond with peers quickly
- Cadet physical fitness must be an overall whole-person preparation
  - Endurance and flexibility
  - Lower leg and foot toughness thru road marching and well broken-in boots (x2)
  - Upper body strength and technical skills in rope climbing/lifting/pulling/pressing
  - Comfortable moving and roadmarching with full LBE and a 30lbs rucksack
    - (30lbs replicates a 20lbs rucksack and a flakvest)
- Cadets must bring comfort-level familiarity, if not doctrinal proficiency, with FM 7-8, Troop Leading Procedures, squad battle drills and AARs
- "Fieldcraft" is far more important than "barracks craft"
  - Sleeping in/near a defensive/TAA/patrol base position
  - Hygiene—male and female
  - Foot care / blister prevention





## Trends - Training

- APFT
  - Overall initial average not far from 2003
  - 2:3 ratio, first time max versus first time failure
  - ❖ APFT 3 a success 44 pass versus 2 failure
- CWST low number of 1st time failures, only one commissionee
- Land Nav
  - LN Written test showing improving skills, reflecting campus training
  - LN Night has no statistical (significant) change in failure rate
  - LN Day has no statistical (significant) change in failure rate
- BRM
  - low failure rate, with 0 total failures
  - computerized range will change that





# Cadet Assessment Data (CFR)

Rgt	E		S		N		Remarks
Totals	96 1	23.9	287 0	71.5 %	18 5	<b>4.6</b> %	68 migrations from S to E 44 migrations from N to S





## **Trends - Attrition**

- Lost 2 times the normal number of cadets in the data base April-June, increase by more female than male.
- Attrition (compared to 2003)
  - Far lower (1/7 of 2003 rate) HT/WT/BF loss
  - 40% higher APFT loss (increase all male)
  - Higher rate temporary medical loss
  - 2 times number permanent medical loss
  - 2 times number voluntary withdrawals
  - 3 times number boarded, but return authorized
  - 4 total boarded, no return versus 0 in 2003
- Commissionee attrition evenly spread: No-shows (16), training loss (15), and change status (14)





## Warrior Forge Structural Change

- Combatives integrated into an organized PT session
- No APFT2
- BRM now 3 days, vice 2
- Training sequence better = <u>I</u>TT AW/SQ/FS HG
- FLRC later in cycle, just prior to SQD STX
- "Super Committee" Chief (0-6)[still the DCC] and SGM (E-9)
   (for ITT- SQD STX- Patrol STX continuity/ integration/
   synchronization of skills and tasks)
- Some of WF Staff personnel may be USAR AT Soldiers
- Length of Warrior Forge 33 days, vice 32





# WF 05 REGT TRNG CYCLE

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## Leadership Assessment and Development

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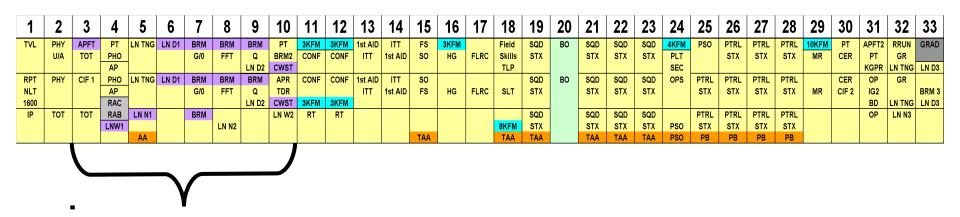
- Cadet Leadership must conduct mission analysis, planning, movement, and execution of <u>each</u> day's training schedule—for evaluation of their performance and potential.
- Critical counseling feedback from TACs or evaluators with cadets on their leadership performance consumes two hours of each day.
- Each training committee relates their tasks to a 'real world' warrior vignette in which a Soldier has used those committee tasks to accomplish the mission.

## Initial Cadet Adaptive Challenges



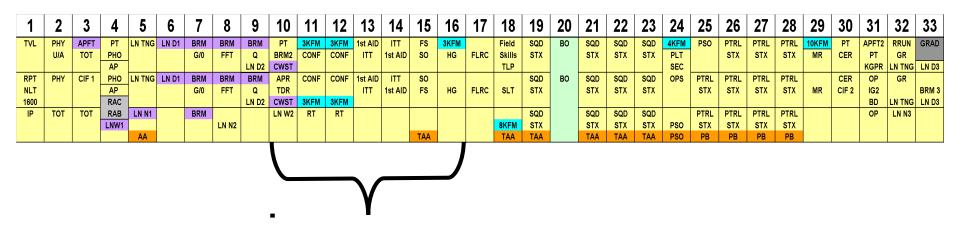
 Cadets must adapt to a very stressful environment by successfully forming and bonding with a completely new set of peers within the first four days of WF.

## Testing the Individual



- Cadets immediately flow through eight days of individual skills training and certification (Land Nav, APFT, BRM, CWST) under continuous leadership development and assessment.
  - Execute dismounted day and night Land Navigation; forced to use all aspects of map reading, terrain association, movement and route selection, navigation methods, and time management to succeed.
  - Prove comfort in water environment by passing CWST, prove competence level with the Army's basic weapon by qualifying with M16A2.
  - Learn "Field Craft" skills in an overnight assembly area at the Land Nav

## Train the Cadet, Test the Character



- Seven days of training overcoming physical challenges, personal fears, and continuing foot marches to prepare for the 11-day collective skills training.
  - Prove strength, agility, individual and team adaptability, and Warrior Ethos through the High Confidence Course, Obstacle Course, Rappelling, Slide for Life, Log-walk-Rope-Drop, and Leader Reaction Courses.
  - Build initial movement techniques and planning skills conducting footmarches to and from confidence course training.

### Build the Team and Leader Skills

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- 1st Aid: Cadets are trained and tested on basic 1st Aid skills of evaluating, treating, and evacuating a casualty. Cadets then conduct a Squad-level First Aid course where they have to evaluate / treat / evacuate a casualty through a series of obstacles and then call in Medevac using the standard 9-line request.
- ITT Tasks trained: Assembly Area operations, actions on objective, squad troop leading procedures, conduct individual movement techniques, move over/through/around obstacles, operate as a member of a Fire Team, operate as a Fire Team Leader, EPW procedures and knock out bunker.
- ITT Audie Murphy Tactical Assault Course is a 400 meter cross-country Fire Team maneuver course incorporating all of the above tasks, route selection, and decision-making.
- Fire Support and Security Operations incorporate leader skills of positioning key weapons, determining subordinate element sectors, and planning direct and indirect fires and targets. Cadets fire familiarization with an automatic weapon, and plan / call for / adjust indirect fire.

## Adapt to Challenges

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33
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- Cadets remain in the field to footmarch to, occupy, and remain overnight in a Tactical Assembly Area incorporating fieldcraft, movement, security operations, and indirect fire support planning for leadership evaluation at the Squad and Platoon level.
- Cadets each train to standard and throw a live hand grenade. The IED / UXO station provides initial exposure to IED / UXO ordnance, reinforced in later STX training. The new Field Hand Grenade Assault Course will provide a realistic, physically exhausting buddy team maneuver exercise in which cadets must use tactical skills and decision-making to approach and effectively engage typical COE targets with grenades in natural terrain (vice the current fixed course).
- FLRC evaluates every cadets' ability to adapt to unforeseen challenges while on a mission, and problem solve/plan/overcome obstacles under extremely compressed timeframes.

## Develop and Evaluate the Potential

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- 11 day Field Training Exercise incorporates SQD STX as a scenario certification "MRE" rotation at a CTC with a FRAGO –initiated early "deployment" to the Operational Area for Patrolling STX.
- Cadets move tactically or by air movement into the Operational Area, occupying company-size TAA's to conduct Platoon-level tactical preparation for section-level patrolling missions. The TAA must be secured by local patrols and by incorporating all previous learned security operations tasks.
- Cadet patrols enter the Operational Area conducting two 6-8 hour missions per day, secure and occupy patrol bases overnight, conduct limited security operations and patrols at night, and conduct a 10Km tactical footmarch for extraction from the Operational Area.

## Learn Leadership Agility

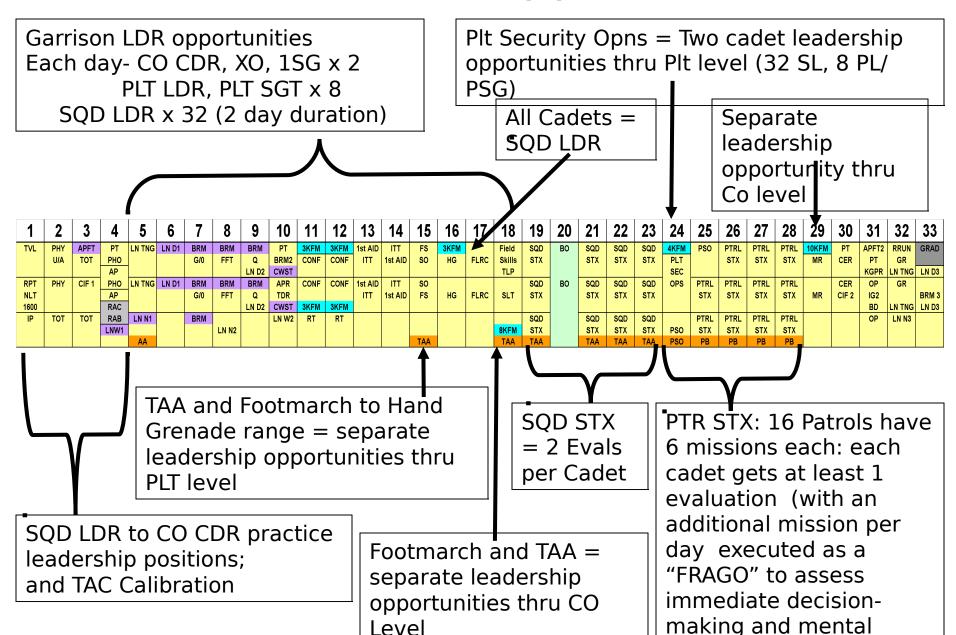
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- Cadets enter the SQD STX "CTC" environment with an 8 km footmarch, deploying into nightly platoon-size TAAs. The first two days of SQD STX are MTP-type (FM 7-8) doctrinal missions, and the last two days incorporate dynamic COE variables. Examples are:
  - Secure a CP
  - React to sniper
  - Conduct LOGPAC
  - React to surrendering enemy soldier
  - Recover a vehicle (HMMWV)
  - React to refugees
  - Deal with media
  - Encounter IED
  - Evacuate KIA/WIA

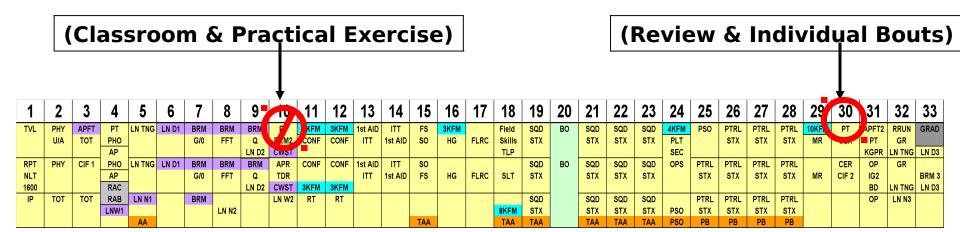
#### Demonstrate Leadership in the 3KFM PTRL PT LN TNG LN D1 3KFM 1st AID ITT SQD 4KFM PTRL APFT2 RRUN GRAD BRM2 CONF HG CONF 1st AID FLRC Skills N TNG LN D3 KGPR PHO LN TNG LN D1 BRM CONF 1st AID ITT PTRL PTRL **PTRL** SQD 1st AID FLRC SLT STX STX STX 3KFM LN D2 CWST LN TNG LN D3 RAB LN N1 PTRL PTRL SQD LN N3 LNW1 LN N2 STX 8KFM STX STX STX PSO STX STX STX STX

- All patrols are Combat or Reconnaissance Patrols, and all have a dynamic COE event and/or change of mission incorporated. Examples include:
  - IED with medevac
  - Seize weapons cache,
  - React to/move to/secure vehicle and/or casualties left in an ambush site by a passing convoy
  - Rescue/evacuate downed helicopter crew
  - Move to/secure a UN food distribution site that has a developing crowd control problem
  - Embed a media reporter/cameraman in the patrol (for the duration of the patrol)
  - Recon/secure a suspected mortar position that just fired on a base camp perimeter.

## Cadet Leader Opportunities



#### Combatives



#### (Original Concept, now modified to 5 Hrs on Day

- Combatives (Ft Knox IET)
  - 7 Hr POI: 1 Hr classroom, 3-4 Hrs practical exercise, 2 Hrs individual bouts
  - Tasks: Base Position, Chokeholds, Armbars
  - Does not include throws and strikes
  - Requires sawdust pit, mouthguard, certified instructors
- Can be integrated into current PT session
- Absorbs 1 of the 6 organized PT opportunities
   (2 of the remaining 5 are the APFT and the Regimental Run)